

Gender Inequality and Discrimination in the Attainment of High-Status Professions in Japan

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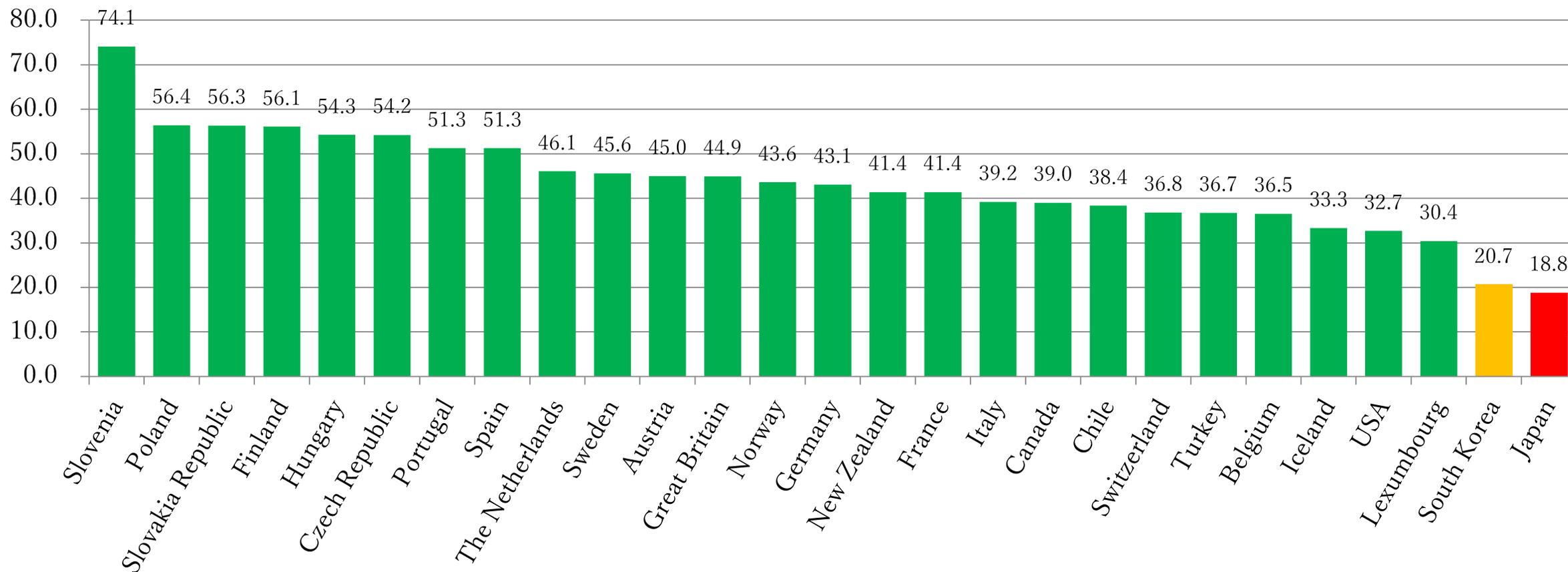
Ralph Lewis Professor of Sociology

The University of Chicago

March 25, 2019

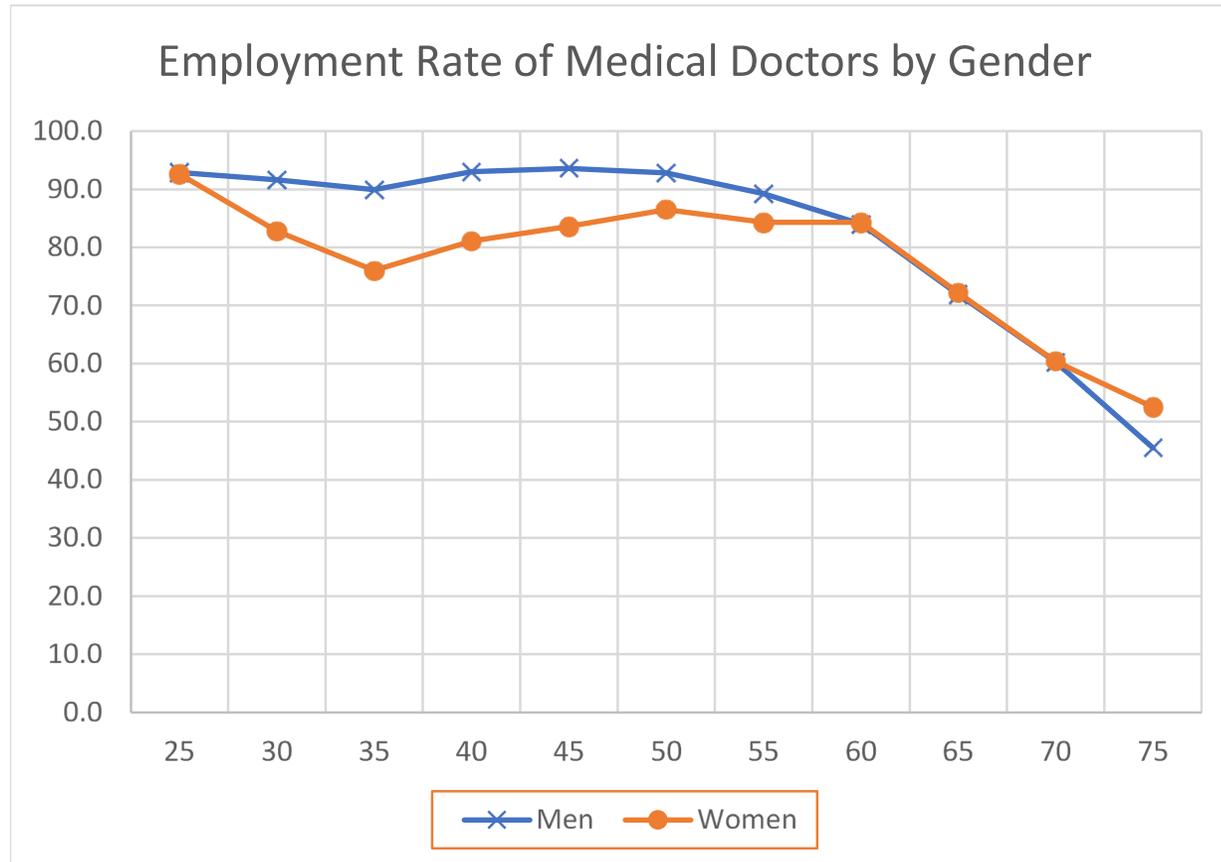
At the Foreign Correspondents' Club of, Japan

Proportion of women among physicians (OECD Statistics,2011)



- Although the Tokyo Medical University gave a higher quit rate of female doctors as the primary reason of their discriminatory practices against women, discrimination against women in entrance examination is against the Japanese Constitution and Basic Act on Education.
- Article 14 of Constitution: All of the people are equal under the law and there shall be no discrimination in political, economic or social relations because of race, creed, sex, social status or family origin.
- Article 4 of the Basic Act on Education:(Equal Opportunity in Education) Citizens shall all be given equal opportunities to receive education according to their abilities, and shall not be subject to discrimination in education on account of race, creed, sex, social status, economic position, or family origin.

- In addition, a steady decrease in the proportion of female medical doctors with age is largely an artifact of the fact that the proportion of women who passed the National Examination for Medical Practitioners steadily decreases with older birth cohorts. The actual quite rates are:

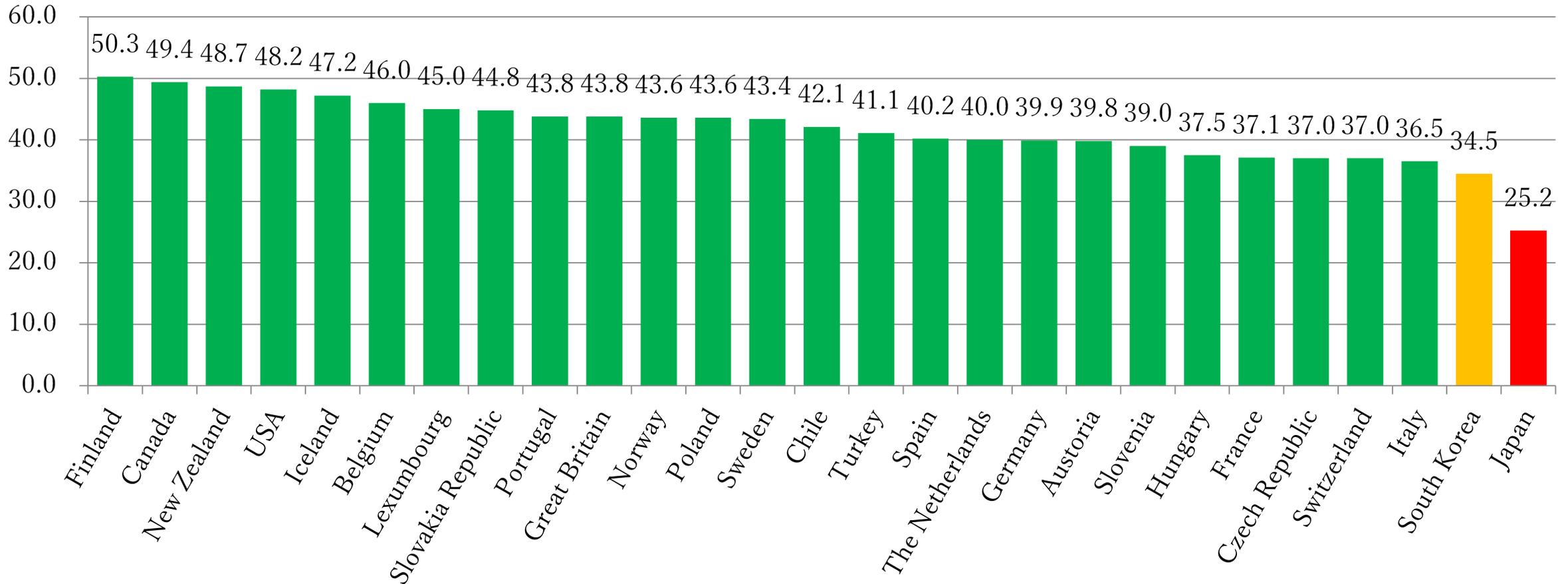


Furthermore, discrimination against women in the National Examination of Medical Practitioners seems to have started since around year 2000 when the proportion of women among those who passed the exam reached 30% because of the declining rate of passing the exam for women since then.

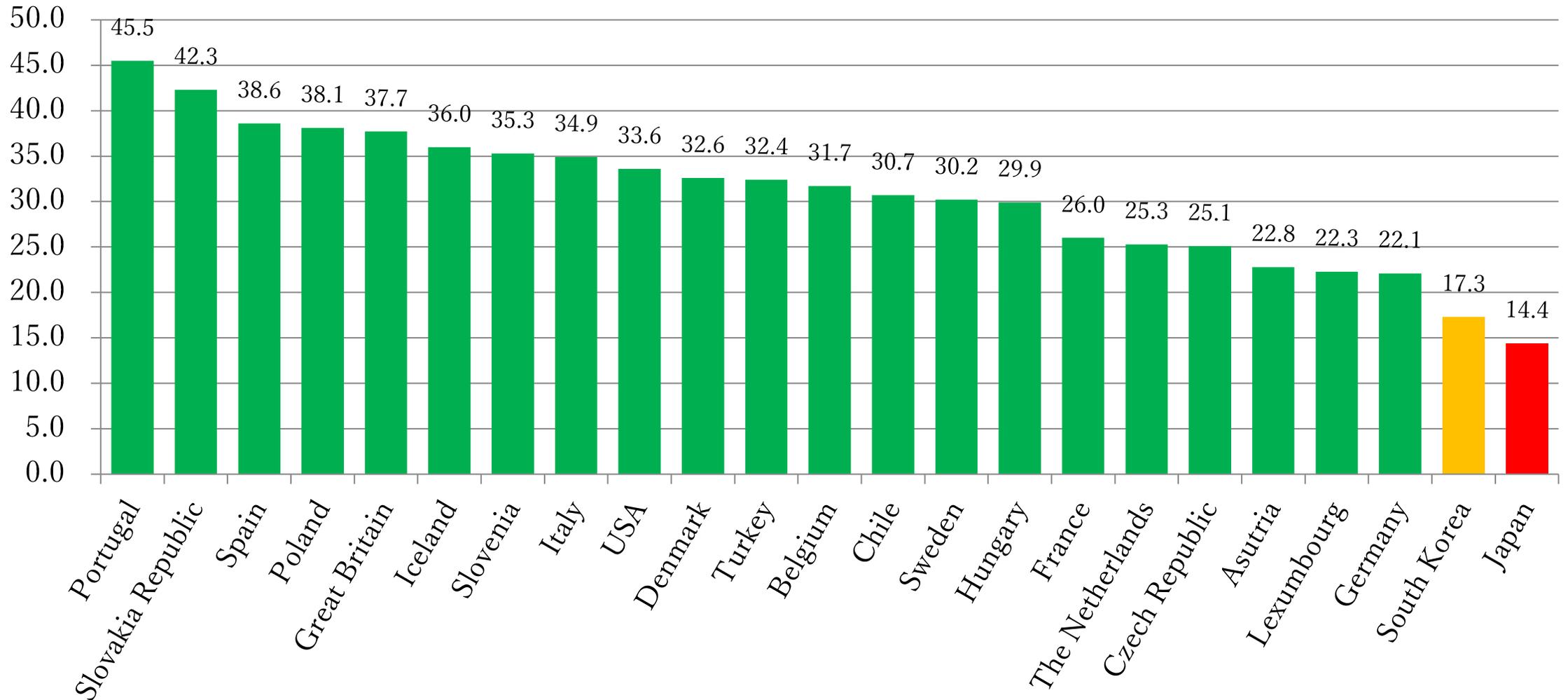
Average rate between 25-60: Men = 90.9; Women 83.9.

The Under-representation of Women in High-Status professions is not limited to medical doctors.

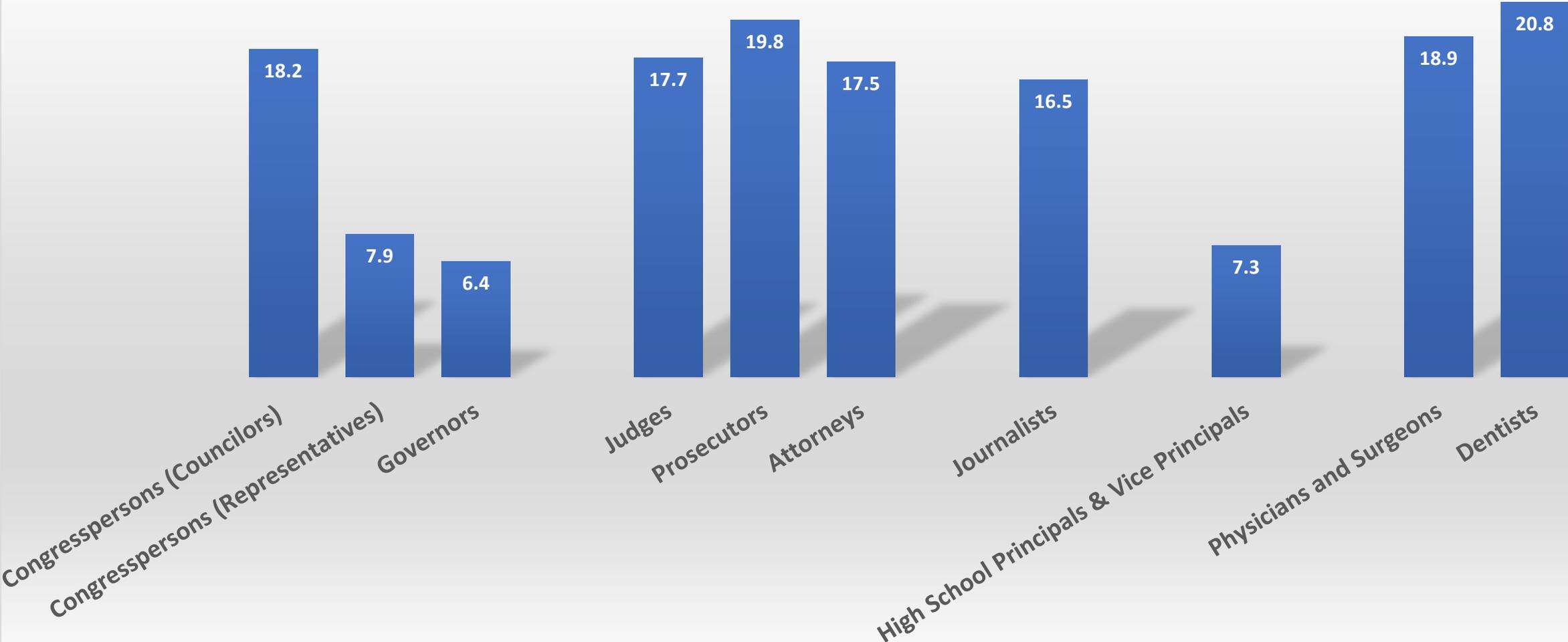
Proportion of Women among College Educators
(O E C D statistics, 2 0 1 2)



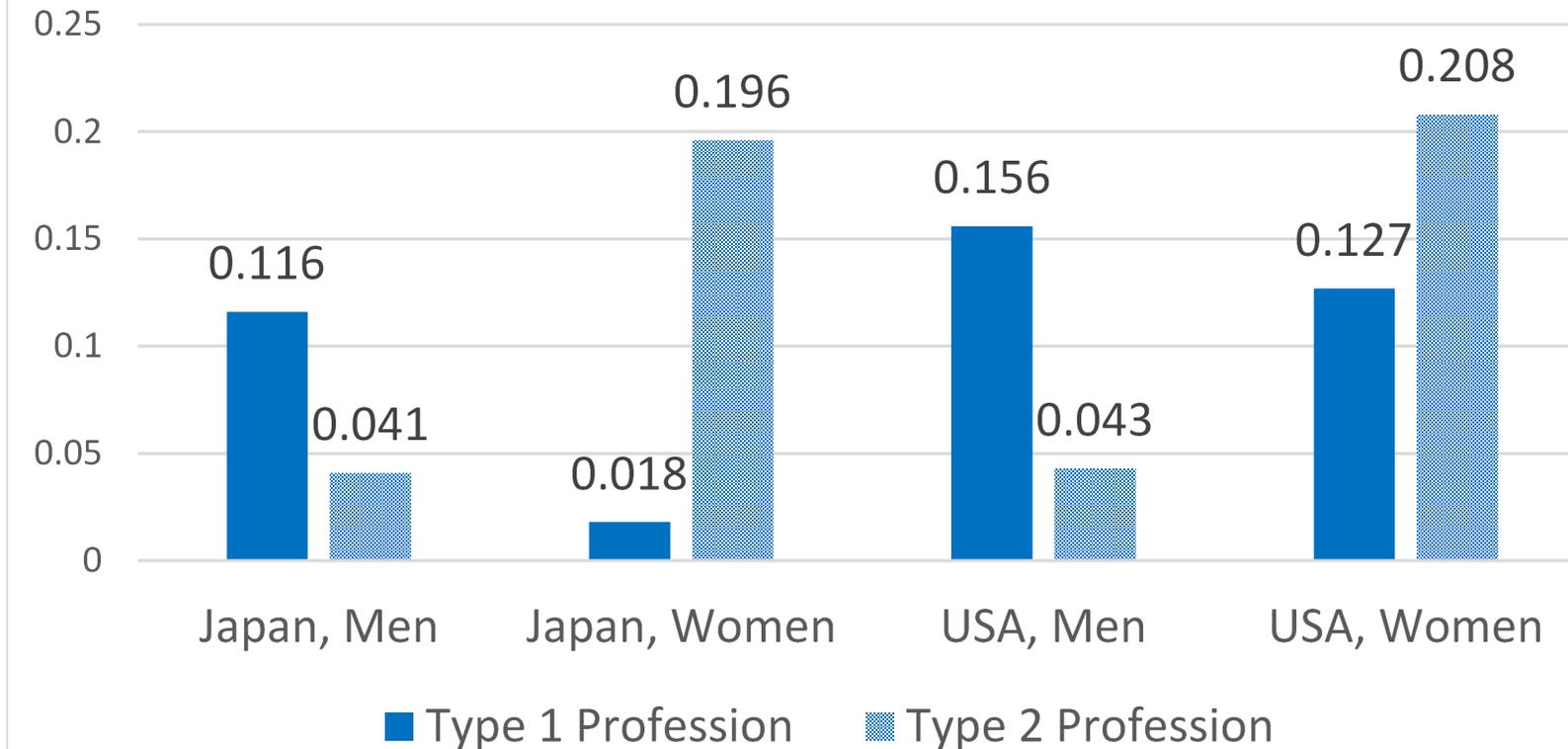
Proportion of women among researcher (UNESCO Statistics, Publication from Japan's General Affairs Ministry)



Proportion of Women in High-Status Professions



The proportions of profession types by gender—Japan-US comparisons

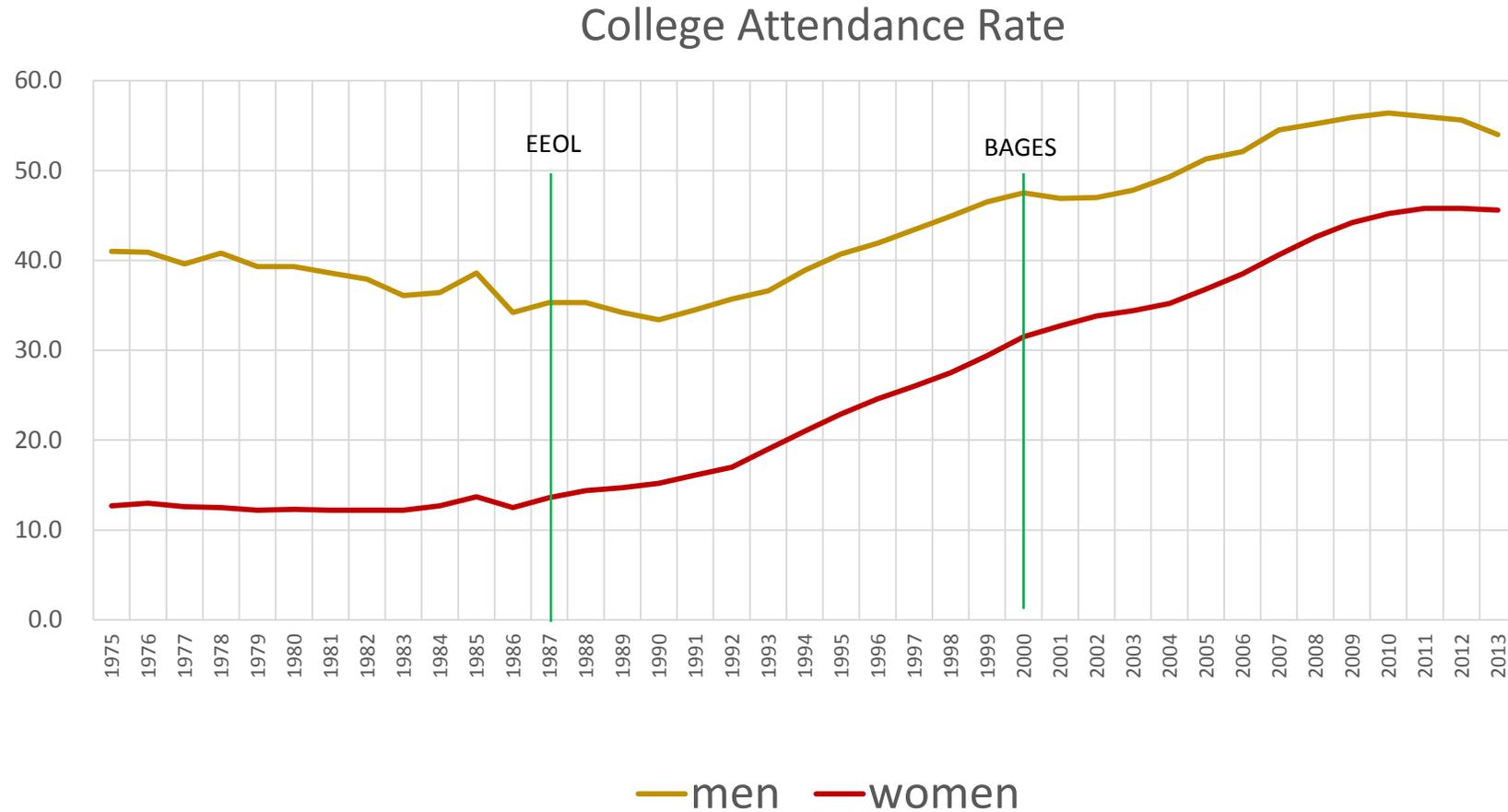


Women's professions in Japan are largely restricted to human-service professions of relatively low status.

Type I profession includes those outside of human services, such as engineers, accountants, and lawyers, and three high-status human service professions (medical doctors, dentists, and college professors). Type II profession include human service professions other than the three high-status professions included in Type I.

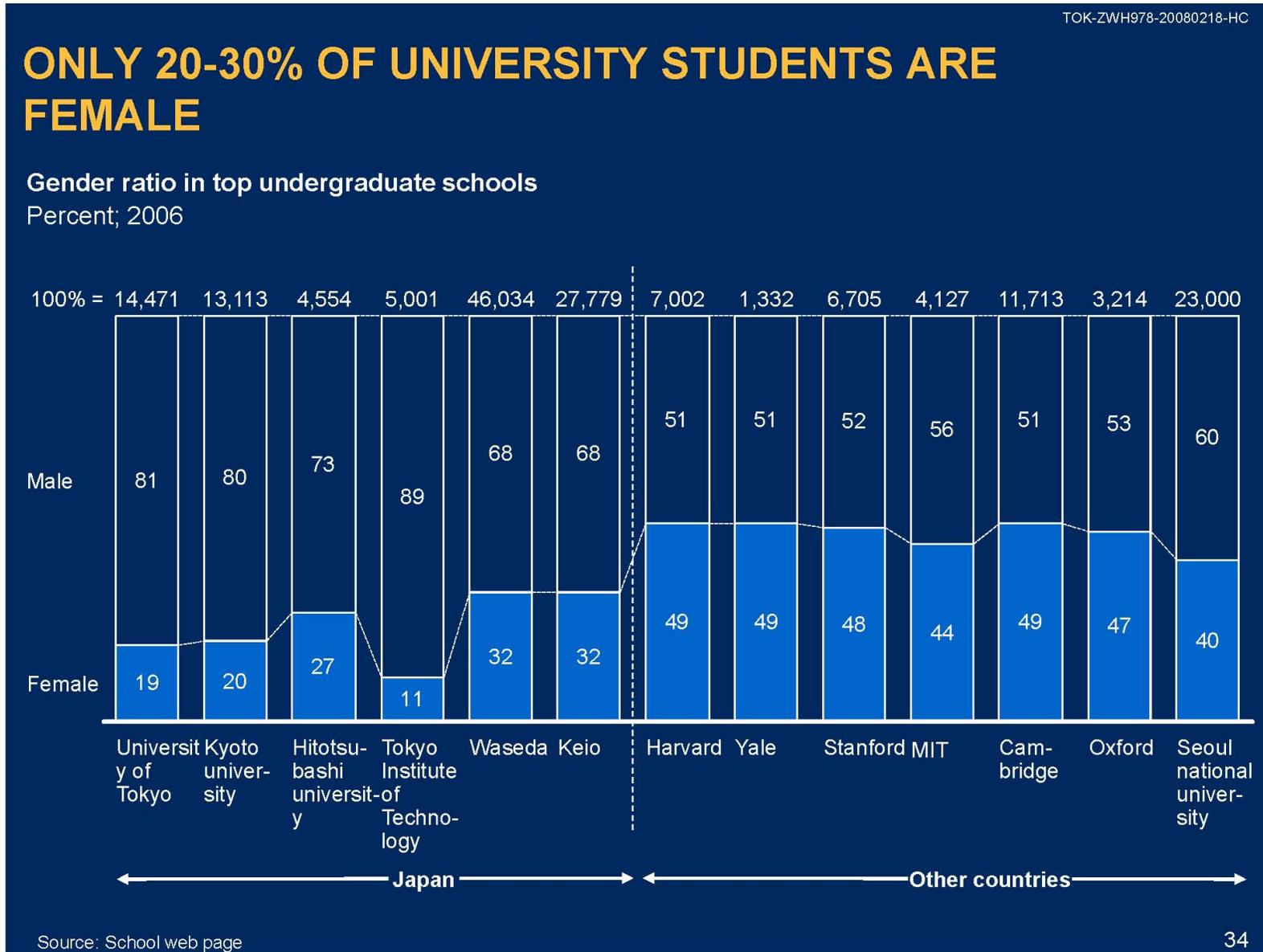
- Gender differences in human-capital variables) educational attainment, years of service, age) have a very limited explanatory power for the gender segregation of occupation. In fact, the gender equalization of college attendance rate will increase the gender segregation of occupation because it will increase female over-represented type-II professions more than female under-represented managerial jobs and type-I professions. Gender differences in college majors do not explain gender differences in professions (except that gender equalization in science and engineering majors will reduce gender gaps in the proportion of engineers and researchers).
- Most of the gender gap in the proportion of high-status professions occurs in labor markets by the gender stereotypical hiring (Women are largely excluded from professions other than those which are considered suitable for women, such as nurses, kindergarten and primary-school teachers).
- For medical sciences and professional schools, it is likely that women are discriminated against in the admission to universities and schools. The case of medical schools' discriminations against women by discounting female applicants exam scores is the first case that has provided a strong evidence about such discriminatory practices that have been suspected for a long time.

Gender disparity in college attendance rate still persists in Japan.



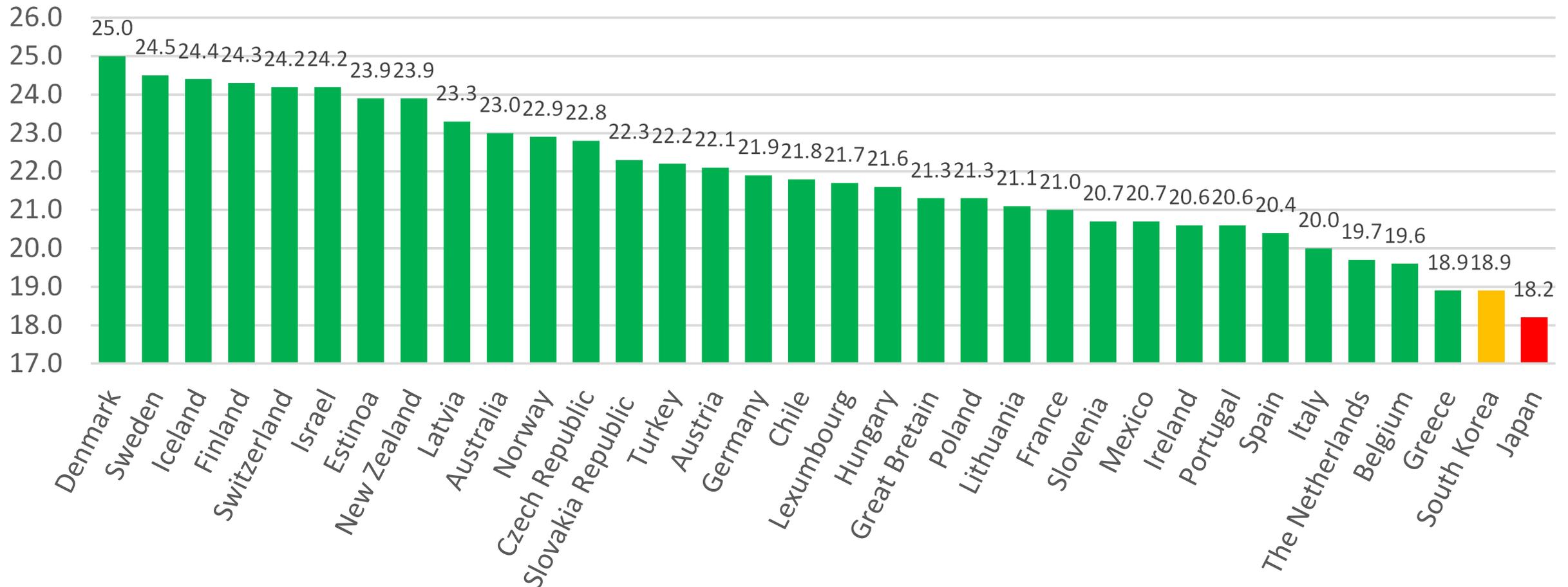
EEOL: Equal Employment Opportunity Law (1986)
BAGES: Basic Act of Gender Equal Society (1999)

Top undergraduate schools are seriously underrepresented by women in Japan.



Japanese colleges lack diversity in ages: (Age discrimination also existed in medical universities/schools in admission)

Average Age at Entry into Colleges: 2016 OECD Statistics



- Reference:
- Kazuo Yamaguchi. 2019 (in Press). *Gender Inequality in the Japanese Workplace and Employment — Theories and Empirical Evidence*. Springer.
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<https://www.imf.org/external/pubs/ft/fandd/2019/03/gender-equality-in-japan-yamaguchi.htm>.
- Kazuo Yamaguchi. 2018. “Gender discrimination in Tokyo Medical University and related facts — What the government should do now (in Japanese).” RIETI (Research Institute of Economy, Trade, and Industry) column. August 8th, 2018. Replicated in the Huffington Post, Japan.